

## CCSA Workforce & Skills Meeting Minutes

8<sup>th</sup> May 2025

Online Meeting. View the recording [HERE](#)

No.	Time	Item
1.	10:00	<p><b>MM – Introductions &amp; Housekeeping (see slides)</b></p> <ul style="list-style-type: none"> <li>- Slides will be made available after the meeting, and the meeting will be recorded.</li> <li>- Reminder of the CCSA competition law notice.</li> <li>- The agenda for the meeting was outlined.</li> <li>- Introduction of new attendees.</li> </ul>
2.	10:05	<p><b>MM - CCSA updates and new working group structures (see slides)</b></p> <ul style="list-style-type: none"> <li>- CCSA Member Discussion Forum with CATCHUK on the 5<sup>th</sup> of June. Register your interest <a href="#">here</a>.</li> <li>- We are changing the way we send CCSA Working Group &amp; Forum email and invitations. <i>Action: Please reach out to the secretariat if you are having any issues with receiving the new communications or meeting invites.</i></li> <li>- Based on member feedback, we are implementing a revised working group structure to better cover key topics, enhance input, and provide timely, relevant information. Skills and Training subgroup is now the Workforce and Skills Working Group. This will be a UK focussed Working Group. The final Terms of Reference will be shared with members shortly, and the group will convene on a need's basis.</li> <li>- There are up to 3 co-chair positions open for this group. <i>Action: Do let the secretariat know if you would like to be a co-chair to this group.</i></li> <li>- Draft terms of Reference for the Workforce and Skills Working Group were outlined. (see slides for detail). <i>Action: Do let the secretariat know if you have any suggestions to the ToR's which will be circulated shortly.</i></li> </ul>
3.	10:20	<p><b>MM - Forward plan for the group and priority setting (see slides)</b></p> <p>The CCSA has been involved in a number of skills area of the past few years including:</p> <ul style="list-style-type: none"> <li>- The Workforce and Skills Position Paper and CCS Task and Finish Group Report.</li> <li>- Joint industry trade association letter on skills – sent to all the devolved administrations in late 2024.</li> <li>- Various parliamentary inquiry and consultation responses.</li> <li>- Ongoing engagement with Government and various stakeholders.</li> </ul> <p>Now, there are lots of options for the CCSA to take forward including:</p>

- Update to the CCSA Workforce and Skills Position Paper which outlined the key challenges facing the sector and recommendations to Government.

**SM** – The key challenges haven’t changed, they have just become more accurate.

**MM** – Agreed. We need to fold in the challenges into the Governments thinking and their plans for reform of the skills landscape, so the timing for an update to this paper could be quite good.

- CCUS national jobs number analysis / workforce templates for specific capture plant types or sizes.
- Develop a skills Framework for CCUS – Cogent Skills are doing a framework for Hydrogen at the moment.
- Skills Passporting for CCUS – and explore transition opportunities. We could investigate how this could be explored for CCUS, but noting that demand for new workers is a key consideration, rather than the overall number of people who could transition.
- Develop a skills Charter detailing best practice for industry commitment to investment in skills.
- Careers campaigns for industry.
- Develop blueprints for Industry/stakeholder developed skills hubs and initiatives.

We are very interested in members views of priorities and next step actions to take.

**NB** – The priorities for me are update to the workforce and skills position paper, the jobs analysis and blueprints for Industry/stakeholder developed skills hubs and initiatives. I think it's really good to champion what progress is being made. And it is really important to demystify what the CCUS skills are – i.e., lots of concrete infrastructure with a lot of steel work on it, pipe work pumps, control systems, electrical connections.

**NB** - The other aspects are less of a priority for me. In terms of passporting, the power sector does a lot of our own checks already, and it is difficult to see how much this could help overall.

**MM** – The skills passport is still a pilot initiative, and there are bold ideas for the passport, but we need to see how it develops. I would reiterate that transitioning workers is one part, but we need a lot more people coming into the industry in order to rise to the challenge.

**MM** – But the demystifying point is useful. We have struggled to get very accurate data on jobs numbers, but perhaps brackets of demands (i.e., 0-10 workers, 11-50 etc) could be done for different projects to give a sense of the overall types of jobs and which ones are in most demand.

**SM** – demystifying is important. the majority of carbon capture plant is general mechanical engineering. Capture is not new, it's straightforward. Also, trying to transition workers is challenging, as many will not want to and have no desire to. Getting younger people into the sector is really important.

**MM** – Should hopefully get more details of Government plans around 16+ further education and enticing them into industry in the near future.

**MS** – The Tees Valley industry scholarship is being developed with BP, NEP and others – there is a financial aspect of £100 per week during term time, as a way of incentivising young people in. There were 141 places, and it was massively oversubscribed, and a really positive start.

**MM** – The financial support is industry funded, correct?

		<p><b>MS</b> – Yes. No central or local government funding – but this initiative has partly come from the CCS Task and Finish Group recommendations. We will need to see how it pans out and where it could be improved, but it is a very positive initiative of industry leading the way with developing the skills it is going to need.</p> <p><b>MM</b> – Would be very interested in seeing how this turns out and if there are any early recommendations to be learnt.</p> <p><b>NB</b> – The tricky bit is what comes at the end? Where is the job and that demand for the skills?</p> <p><b>MS</b> – They are looking to create a talent pool, which could continue and work for BP, but if not then there are other areas they could go to in industry in the Tees Valley Area. BP are very keen to develop this initiative further.</p> <p><b>MM</b> – With some FID’s now coming through that job at the end of training becomes a far easier prospect to sell. This continues to be a central message of the CSSA.</p> <p><b>SM</b> – we have targets and responsibilities which need to be hit. Need to think the long term and it is really important to encourage more people into industry.</p> <p><b>NB</b> – It would also be good to get lessons learned from elsewhere – i.e., Europe and further afield.</p> <p><b>MM</b> – Definitely something we can do. Lots of international examples we can draw from.</p> <p><b>MS</b> - We have a workforce and Skills Consortium group that's made up of industry, FE colleges and so on. They are doing some further capacity mapping for the region. But it’s important for young people to be job ready, and how we can support that. But also, demystifying of the sector and the jobs involved, with a consistent message around careers and how this can be targeted to those who are leaving secondary school and during primary school etc.</p> <p><b>MM</b> – Really useful to know, and we want to try and minimize duplication of efforts if there is already work going on in certain areas.</p>
4.	10:45	<p><b>MM – AOB</b></p> <ul style="list-style-type: none"> <li>• <b>Action: MM</b> to Draft ToR’s to be distributed with the group for comment.</li> <li>• <b>Action: MM</b> to draft a programme plan for future work and distribute it to the group.</li> <li>• <b>Action: Members</b> to highlight any other priority areas for the group to take forward.</li> <li>• <b>Action: Members</b> to note their interest in becoming co-chairs for this group</li> </ul>

## Attendees

Name	Organisation	In-person/online
Max Musing	CCSA	Online
Ethan Drake	CCSA	Online
Steve Martin	2JCP	Online
Marion Vayson	TEN	Online
Booth, Nick	Uniper	Online
Stuart Hanstock	Progressive Energy	Online
Matthew Shutt	TVCA	Online
Mullen, Daniel	SSE	Online